

**FY 2026**

**CONGRESSIONAL BUDGET JUSTIFICATION**

**OFFICE OF LABOR-MANAGEMENT STANDARDS**

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# OFFICE OF LABOR-MANAGEMENT STANDARDS

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# **OFFICE OF LABOR-MANAGEMENT STANDARDS**

## **APPROPRIATION LANGUAGE**

### **SALARIES AND EXPENSES**

*For necessary expenses for the Office of Labor-Management Standards, \$48,515,000.*

Note.—This account is operating under the Full-Year Continuing Appropriations and Extensions Act, 2025 (Division A of Public Law 119–4).

# OFFICE OF LABOR-MANAGEMENT STANDARDS

AMOUNTS AVAILABLE FOR OBLIGATION						
(Dollars in Thousands)						
	FY 2024 Enacted		FY 2025 Enacted		FY 2026 Request	
	FTE	Amount	FTE	Amount	FTE	Amount
<b>A. Appropriation</b>	<b>195</b>	<b>\$48,515</b>	<b>184</b>	<b>\$48,515</b>	<b>170</b>	<b>\$48,515</b>
<i>Subtotal Appropriation</i>	<i>195</i>	<i>\$48,515</i>	<i>184</i>	<i>\$48,515</i>	<i>170</i>	<i>\$48,515</i>
<b>B. Gross Budget Authority</b>	<b>195</b>	<b>\$48,515</b>	<b>184</b>	<b>\$48,515</b>	<b>170</b>	<b>\$48,515</b>
<b>C. Budget Authority Before Committee</b>	<b>195</b>	<b>\$48,515</b>	<b>184</b>	<b>\$48,515</b>	<b>170</b>	<b>\$48,515</b>
<b>D. Total Budgetary Resources</b>	<b>195</b>	<b>\$48,515</b>	<b>184</b>	<b>\$48,515</b>	<b>170</b>	<b>\$48,515</b>
Lapse FTE and Unobligated Balance Expiring	-2	-\$24	0	\$0	0	\$0
<b>E. Total, Estimated Obligations</b>	<b>193</b>	<b>\$48,491</b>	<b>184</b>	<b>\$48,515</b>	<b>170</b>	<b>\$48,515</b>

# OFFICE OF LABOR-MANAGEMENT STANDARDS

## SUMMARY OF CHANGES

(Dollars in Thousands)

	FY 2025 Enacted	FY 2026 Request	Net Change
<b>Budget Authority</b>			
General Funds	\$48,515	\$48,515	\$0
Total	\$48,515	\$48,515	\$0
<b>Full Time Equivalents</b>			
General Funds	184	170	-14
Total	184	170	-14

Explanation of Change	FY 2026 Change							
	FY 2025 Base		Trust Funds		General Funds		Total	
	FTE	Amount	FTE	Amount	FTE	Amount	FTE	Amount
<b>Increases:</b>								
<b>A. Built-Ins:</b>								
To Provide For:								
Costs of pay adjustments	184	\$24,607	0	\$0	0	\$0	0	\$0
Personnel benefits	0	\$10,270	0	\$0	0	\$0	0	\$0
Employee health benefits	0	\$0	0	\$0	0	\$0	0	\$0
Moving allowance	0	\$0	0	\$0	0	\$0	0	\$0
Federal Employees' Compensation Act (FECA)	0	\$125	0	\$0	0	\$0	0	\$0
Benefits for former personnel	0	\$60	0	\$0	0	\$0	0	\$0
Travel and transportation of persons	0	\$849	0	\$0	0	\$0	0	\$0
Transportation of things	0	\$0	0	\$0	0	\$0	0	\$0
Rental payments to GSA	0	\$2,386	0	\$0	0	\$0	0	\$0
Rental payments to others	0	\$32	0	\$0	0	\$0	0	\$0
Communications, utilities, and miscellaneous charges	0	\$68	0	\$0	0	\$0	0	\$0
Printing and reproduction	0	\$21	0	\$0	0	\$0	0	\$0
Advisory and assistance services	0	\$0	0	\$0	0	\$0	0	\$0
Other services from non-Federal sources	0	\$48	0	\$0	0	\$0	0	\$0
Working Capital Fund	0	\$6,786	0	\$0	0	\$109	0	\$109
Other Federal sources (Census Bureau)	0	\$0	0	\$0	0	\$0	0	\$0
Other Federal sources (DHS Charges)	0	\$217	0	\$0	0	\$0	0	\$0
Other goods and services from Federal sources	0	\$0	0	\$0	0	\$0	0	\$0
Research & Development Contracts	0	\$0	0	\$0	0	\$0	0	\$0
Operation and maintenance of facilities	0	\$0	0	\$0	0	\$0	0	\$0
Operation and maintenance of equipment	0	\$4	0	\$0	0	\$0	0	\$0

# OFFICE OF LABOR-MANAGEMENT STANDARDS

FY 2026 Change

Explanation of Change	FY 2025 Base		Trust Funds		General Funds		Total	
	FTE	Amount	FTE	Amount	FTE	Amount	FTE	Amount
Supplies and materials	0	\$15	0	\$0	0	\$0	0	\$0
Equipment	0	\$15	0	\$0	0	\$0	0	\$0
Grants, subsidies, and contributions	0	\$0	0	\$0	0	\$0	0	\$0
Insurance claims and indemnities	0	\$0	0	\$0	0	\$0	0	\$0
<b>Built-Ins Subtotal</b>	<b>184</b>	<b>+\$45,503</b>	<b>0</b>	<b>\$0</b>	<b>0</b>	<b>+\$109</b>	<b>0</b>	<b>+\$109</b>
<b>B. Programs:</b>								
<b>Total Increase</b>	<b>184</b>	<b>+\$45,503</b>	<b>0</b>	<b>\$0</b>	<b>0</b>	<b>+\$109</b>	<b>0</b>	<b>+\$109</b>
<b>Decreases:</b>								
<b>A. Built-Ins:</b>								
To Provide For:								
Other goods and services from Federal sources	0	\$3,012	0	\$0	0	-\$109	0	-\$109
<b>Built-Ins Subtotal</b>	<b>0</b>	<b>+\$3,012</b>	<b>0</b>	<b>\$0</b>	<b>0</b>	<b>-\$109</b>	<b>0</b>	<b>-\$109</b>
<b>B. Programs:</b>								
<b>Total Decrease</b>	<b>0</b>	<b>+\$3,012</b>	<b>0</b>	<b>\$0</b>	<b>0</b>	<b>-\$109</b>	<b>0</b>	<b>-\$109</b>
<b>Total Change</b>	<b>184</b>	<b>+\$48,515</b>	<b>0</b>	<b>\$0</b>	<b>0</b>	<b>\$0</b>	<b>0</b>	<b>\$0</b>



## OFFICE OF LABOR-MANAGEMENT STANDARDS

SUMMARY BUDGET AUTHORITY AND FTE BY ACTIVITY (Dollars in Thousands)								
	FY 2024 Enacted		FY 2025 Enacted		FY 2026 Request		Diff. FY 2026 Request / FY 2025 Enacted	
	FTE	Amount	FTE	Amount	FTE	Amount	FTE	Amount
<b>Office of Labor-Management Standards</b>	<b>193</b>	<b>48,515</b>	<b>184</b>	<b>48,515</b>	<b>170</b>	<b>48,515</b>	<b>-14</b>	<b>0</b>
General Funds	193	48,515	184	48,515	170	48,515	-14	0
<b>Total</b>	<b>193</b>	<b>48,515</b>	<b>184</b>	<b>48,515</b>	<b>170</b>	<b>48,515</b>	<b>-14</b>	<b>0</b>
<b>General Funds</b>	<b>193</b>	<b>48,515</b>	<b>184</b>	<b>48,515</b>	<b>170</b>	<b>48,515</b>	<b>-14</b>	<b>0</b>

NOTE: FY 2024 reflects actual FTE. Authorized FTE for FY 2024 was 195.

# OFFICE OF LABOR-MANAGEMENT STANDARDS

BUDGET AUTHORITY BY OBJECT CLASS					
(Dollars in Thousands)					
		FY 2024 Enacted	FY 2025 Enacted	FY 2026 Request	Diff. FY 2026 Request / FY 2025 Enacted
	Full-Time Equivalent				
	Full-time Permanent	195	184	170	-14
	Total	195	184	170	-14
	Average ES Salary	\$213,057	\$213,319	\$209,154	-\$4,165
	Average GM/GS Grade	12/8	12/8	12/8	0
	Average GM/GS Salary	\$117,877	\$120,235	\$122,901	\$2,666
11.1	Full-time permanent	24,424	23,594	23,594	0
11.3	Other than full-time permanent	201	327	327	0
11.5	Other personnel compensation	656	686	686	0
11.9	Total personnel compensation	25,281	24,607	24,607	0
12.1	Civilian personnel benefits	10,614	10,395	10,395	0
13.0	Benefits for former personnel	0	60	60	0
21.0	Travel and transportation of persons	1,242	849	849	0
22.0	Transportation of things	0	0	0	0
23.0	Rent, Communications, and Utilities	0	0	0	0
23.1	Rental payments to GSA	2,792	2,386	2,386	0
23.2	Rental payments to others	36	32	32	0
23.3	Communications, utilities, and miscellaneous charges	59	68	68	0
24.0	Printing and reproduction	37	21	21	0
25.1	Advisory and assistance services	0	0	0	0
25.2	Other services from non-Federal sources	527	48	48	0
25.3	Other goods and services from Federal sources 1/	7,699	10,015	10,015	0
25.4	Operation and maintenance of facilities	2	0	0	0
25.5	Research and development contracts	0	0	0	0
25.7	Operation and maintenance of equipment	18	4	4	0
26.0	Supplies and materials	110	15	15	0
31.0	Equipment	98	15	15	0
41.0	Grants, subsidies, and contributions	0	0	0	0
42.0	Insurance claims and indemnities	0	0	0	0
	<b>Total</b>	<b>48,515</b>	<b>48,515</b>	<b>48,515</b>	<b>0</b>
	1/Other goods and services from Federal sources				
	Working Capital Fund	5,874	6,786	6,895	109
	DHS Services	1,502	217	217	0
	Services by DOL Agencies	1	0	0	0
	GSA Services	292	46	46	0
	Services by Other Government Departments	16	22	22	0

# OFFICE OF LABOR-MANAGEMENT STANDARDS

## AUTHORIZING STATUTES

Public Law / Act	Legislation	Statute No. / US Code	Expiration Date
PUB. L. 86-257	Labor-Management Reporting and Disclosure Act of 1959, as amended.	29 U.S.C. 401	N/A
PUB. L. 95-454	Civil Service Reform Act of 1978 Urban Mass	5 U.S.C. 7101	
PUB. L. 88-365 PUB. L. 102-240	Transportation Act of 1964, as amended. Rail Passenger Service Act of 1970 as amended.	49 U.S.C. 533 (b) 45 U.S.C. 501 et seq.	N/A
PUB. L. 91-518	Postal Reorganization Act of 1970.	39 U.S.C. 101	N/A
PUB. L. 96-465	Foreign Service Act of 1980.	22 U.S.C. 3901	N/A
PUB. L. 104-1	Congressional Accountability Act of 1995.	2 U.S.C. 1301	N/A

## OFFICE OF LABOR-MANAGEMENT STANDARDS

<b>APPROPRIATION HISTORY</b> (Dollars in Thousands)					
	<b>Budget Estimates to Congress</b>	<b>House Allowance</b>	<b>Senate Allowance</b>	<b>Appropriations</b>	<b>FTE</b>
2017					
Base Appropriation	\$45,691			\$38,187	196
2018					
Base Appropriation	\$46,634	\$41,129		\$40,187	189
2019					
Base Appropriation...1/	\$46,634		\$40,187	\$41,187	186
2020					
Base Appropriation...2/ 3/	\$49,134	\$40,187		\$43,187	193
2021					
Base Appropriation...3/	\$50,410			\$44,437	190
2022					
Base Appropriation...4/	\$51,554	\$44,437		\$45,937	190
2023					
Base Appropriation	\$48,515			\$48,515	208
2024					
Base Appropriation	\$53,469		\$48,515	\$48,515	195
2025					
Base Appropriation	\$50,845			\$48,515	184
2026					
Base Appropriation	\$48,515				170

1/ This bill was passed by the Senate. It was passed out of the House Subcommittee but was not reported out of the House Committee or by the full House.

2/ FY 2020 - This bill was passed by the House. It was not taken up by the Senate Appropriations Subcommittee or full Appropriations Committee.

3/ FY 2020 and FY 2021 – FTE for FY 2020 and FY 2021 reflect the Shared Services Realignment

4/ This bill was passed by the House. It was not taken up by the Senate Appropriations Subcommittee or the full Senate Appropriations Committee.

# OFFICE OF LABOR-MANAGEMENT STANDARDS

## OVERVIEW

The Office of Labor-Management Standards (OLMS) administers the Labor-Management Reporting and Disclosure Act (LMRDA) and related laws. OLMS is the lead agency responsible for safeguarding labor union assets, ensuring fair and democratic elections of union officers, and creating transparency through public disclosure of various required forms. OLMS conducts criminal investigations into potential offenses such as embezzlement, deprivation of rights through violence, extortionate picketing, willful failure to file required reports, destruction of records, filing false reports, and election fraud within unions. Additionally, OLMS enforces the LMRDA's prohibition on individuals convicted of certain crimes from holding union office or employment, or from occupying positions with employers or employer associations where they possess "specific collective bargaining authority or direct responsibility in the area of labor-management relations." Civil investigations encompass violations of the LMRDA, including those related to union elections, financial disclosures by unions, union officers and employees, employers, and labor relations consultants, and the imposition of trusteeships on labor unions. OLMS also conducts audits into the financial conditions and operations of unions.

OLMS also administers employee protections under various federally sponsored transportation programs that require protective arrangements for transit employees. When federal funds are used to acquire, improve, or operate a mass transit system (public transportation), federal law requires arrangements to protect the interests of mass transit employees under 49 U.S.C. § 5333(b) of the Federal Transit Act (formerly, and often still referred to as, Section 13(c) of the Urban Mass Transportation Act). Section 5333(b) specifies that these protective arrangements must provide for the preservation of rights and benefits of employees under existing collective bargaining agreements, the continuation of collective bargaining rights, the protection of individual employees against a worsening of their positions in relation to their employment, assurances of employment to employees of acquired transit systems, priority of reemployment, and paid training or retraining programs.

OLMS must certify that protective arrangements are in place that meet the above requirements for all grants of assistance under Federal transit law before the Department of Transportation's Federal Transit Administration (FTA) can release funds. The FTA includes the terms and conditions of OLMS's certification and the protective arrangements in its contract of assistance with the grant recipient.

OLMS focuses on improving program effectiveness and efficiency in support of the agency's three priority performance goals:

- 1) Increase the resolution of civil violations uncovered through the Compliance Audit Program (CAP) by obtaining voluntary compliance:

The OLMS Compliance Audit Program (CAP) is designed to detect embezzlements and other criminal and civil violations in labor organizations. OLMS conducts compliance audits of unions covered by the LMRDA and of Federal sector unions under the standards of conduct provisions of the Civil Service Reform Act (CSRA). Compliance audits are designed to verify LMRDA or CSRA compliance, investigate potential violations of the law, and provide

## OFFICE OF LABOR-MANAGEMENT STANDARDS

compliance assistance to help unions meet statutory requirements. The audits follow a streamlined approach, using specialized records review and investigative techniques. When OLMS discovers a violation during an audit, it attempts through on-the-spot compliance assistance to enable the labor union to remedy the problem before the compliance audit concludes.

OLMS will continue to increase the percentage of violations resolved through voluntary compliance during compliance audits. This measure intends to increase interactions with the unions, improve customer relations, reduce the administrative time of unnecessarily opening and tracking violations under other programs, and will allow us to redirect that administrative time to program operations, including financial integrity.

### 2) Decrease the number of chronically delinquent filers:

Under the LMRDA, labor unions must file reports by deadlines set by statute. Labor unions that fail to file their annual financial disclosure reports (on Form LM-2, LM-3, or LM-4) within 90 days after the close of its fiscal year, as required by law, are deemed delinquent filers. OLMS will continue to seek to reduce the number of unions that chronically file delinquent disclosure reports. Those unions that have filed their annual financial report 15 days or more after the due date for three consecutive years are considered chronically delinquent. OLMS will decrease the number of chronically delinquent filers. OLMS will do so by, among other ways, targeting outreach to unions that have been delinquent in their two past consecutive years and are thus on the brink of being classified as chronically delinquent. By decreasing the number of chronically delinquent unions, OLMS will be able to make their reports available online faster for union members and the public.

### 3) Reduce the number of elapsed days for investigating union election complaints:

The LMRDA requires labor unions holding elections of their officers to use a secret ballot; provide their members a reasonable opportunity to nominate candidates and vote; mail notice of elections to members; and establish other safeguards to ensure a fair election. The LMRDA also gives union members who believe these election standards have been violated the right and a path to file a complaint with the Secretary of Labor. OLMS is responsible for investigating these complaints and, dependent upon the results of the investigation, taking appropriate steps to set aside the election, if warranted. As appropriate, OLMS will attempt to negotiate a voluntary compliance agreement or, failing that, bring a lawsuit in a U.S. district court seeking a new election under OLMS supervision. By statute, election case lawsuits brought under the LMRDA must be filed within 60 days of the Department's receipt of a complaint, unless the labor union agrees to a waiver of the filing deadline. To meet this statutory deadline, OLMS continually identifies improved efficiencies in the case processing system to better predict and reduce the need for waivers and thereby reduce the number of days between receipt and resolution of a complaint. For example, through improved communication and coordination between OLMS and the Office of the Solicitor, we are better poised to address and resolve challenging investigations, directly reducing the time needed to resolve them.

## **OFFICE OF LABOR-MANAGEMENT STANDARDS**

This FY 2026 budget request includes funding to enable OLMS to meet its statutory obligations to help ensure union dues and assets are used for the benefit of the members; labor unions meet their reporting duties; financial operations and activities are disclosed; and labor union officers are elected under fair and democratic procedures.

### **Program Improvements**

OLMS will continue to pursue program improvements that deliver more effective and efficient protection of union financial assets, and the integrity of the labor-management regime as follows:

- Conduct 230 compliance audits of unions to uncover possible violations of the LMRDA and complete 175 criminal investigations during the fiscal year.
- Audit three national and international labor unions to detect embezzlement, as well as ensure and promote compliance with the LMRDA.
- Maintain the utility of the Voluntary Compliance Partnership (VCP) program, through which OLMS partners with international and national unions to improve compliance with the LMRDA among their local affiliates. This voluntary program uses data to help the VCP partner organizations direct their compliance efforts to their subordinate unions that are most out of compliance with the LMRDA. By securing the voluntary assistance of international and national union leadership, this program reduces the work demands on OLMS employees so that limited resources can be targeted to other priorities.

### **Information Technology Modernization and Cybersecurity**

OLMS' FY 2026 request will enable it to focus on operations and maintenance of its existing major IT investment, which is used for case management by a nationwide staff of investigators, managers, policy analysts, auditors and administrative employees to implement and enforce compliance with the LMRDA. The system is also the Federal government's authoritative repository of labor union financial and other LMRDA-required filings and comprises electronic filing and storage of union and labor-management data and electronic public disclosure of those filings via the OLMS website. OLMS will seek to introduce data visualization and analytical IT functionality to streamline and simplify the process of filing reports.

### **Putting the American Worker First**

OLMS puts American workers first by promoting labor-management transparency as well as labor union democracy and financial integrity through standards for union officer elections and union trusteeships and safeguards for union assets. The agency's enforcement activities are designed to give assurances to workers, and to the public more broadly, that the conduct of unions, union officers, union employees, and labor relations consultants is lawful. OLMS is committed to enhancing enforcement of all LMRDA reporting requirements.

## **OFFICE OF LABOR-MANAGEMENT STANDARDS**

OLMS's efforts to put American workers first require a robust staff of investigators to root out corruption in labor-management relations and protect the hard-earned dues of union members from fraud and embezzlement. To that end, OLMS operations and the data it collects must be accurately maintained and presented in its full context. OLMS is committed to achieving this result by improving its website, conducting outreach to stakeholders, engaging with the public, and coordinating with other federal agencies.



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<b>BUDGET AUTHORITY BEFORE THE COMMITTEE</b>				
(Dollars in Thousands)				
	<b>FY 2024 Enacted</b>	<b>FY 2025 Enacted</b>	<b>FY 2026 Request</b>	<b>Diff. FY 2026 Request / FY 2025 Enacted</b>
<b>Activity Appropriation</b>	<b>48,515</b>	<b>48,515</b>	<b>48,515</b>	<b>0</b>
FTE	193	184	170	-14

NOTE: FY 2024 reflects actual FTE. Authorized FTE for FY 2024 was 195.

### **Introduction**

The Office of Labor-Management Standards (OLMS) is responsible for administering the Labor-Management Reporting and Disclosure Act (LMRDA). The investigation of embezzlement of labor union funds is a major OLMS enforcement activity. OLMS also conducts audits of unions under the Compliance Audit Program to determine overall compliance with the LMRDA, detect possible criminal activity, and provide compliance assistance to union officials. Embezzlement investigations are opened when OLMS obtains credible information, either through an audit or other means, indicating possible fraud or misappropriation of union funds.

OLMS provides workers with access to essential information about their labor union's financial conditions, operations, activities, and their officers and employees. Labor unions covered by the LMRDA and related laws must file annual financial reports with OLMS. Other reports must be filed by union officers, union employees, employers, labor relations consultants, and surety companies. OLMS operates an electronic filing system for LMRDA reports and an internet-based public disclosure system that provides public access to information from filed reports. Timely and accurate reporting allows American workers to monitor the financial operations of their union, ensures that a union's governance is democratic, and that union assets are used solely for the benefit of the members.

As the LMRDA was enacted by Congress to ensure basic standards of democracy in labor unions, the investigation of labor union officer elections is another major OLMS enforcement activity. OLMS conducts investigations of regularly scheduled union officer elections upon receipt of a timely filed complaint from a union member protesting the election. If an investigation discloses violations of the LMRDA which may have affected the outcome of the election, OLMS gives the union an opportunity to correct the violations through voluntary compliance, usually by rerunning the challenged election under OLMS supervision. If warranted, OLMS may take legal action to set aside the challenged election and require a new election under OLMS supervision.

Additionally, OLMS has the responsibility under the Federal Transit Act to certify that labor protections are in place prior to the approval of Federal transit grants. A transit agency receiving Federal mass transit funds must protect all covered mass transit employees affected by the use of Federal money. The law specifies that "fair and equitable" arrangements must be in place that provide for the preservation of rights and benefits of employees under existing collective bargaining agreements, continuation of collective bargaining rights, protection of individual

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employees against a worsening of their positions in relation to their employment, assurances of employment to employees of acquired transit systems, priority of reemployment, and paid training or retraining programs

### **Five-Year Budget Activity History**

<b><u>Fiscal Year</u></b>	<b><u>Funding</u></b> (Dollars in Thousands)	<b><u>FTE</u></b>
2021	\$44,437	190
2022	\$45,937	190
2023	\$48,515	208
2024	\$48,515	195
2025	\$48,515	184

### **FY 2026**

The FY 2026 funding level is the same as the FY 2025 Enacted level of \$48,515,000. With this funding, OLMS will maintain effective oversight of unions' compliance with the statutory financial reporting obligations under the LMRDA, investigate complaints under the laws governing the holding of elections of labor union officers, and meet its responsibilities under 13(c) of the Federal Transit Act.

### **FY 2025**

Discretionary amounts shown for FY 2025 reflect the FY 2025 full-year Continuing Resolution amounts (P.L. 119-4).

DOL agencies will utilize funding provided through the full-year continuing resolution to realign agency operations with Administration priorities including, but not limited to, executing Executive Order 14158 titled *Establishing and Implementing the President's "Department of Government Efficiency"* (January 20, 2025); Executive Order 14210 titled *Implementing the President's "Department of Government Efficiency" Workforce Optimization Initiative* (February 11, 2025); Executive Order 14219 titled *Ensuring Lawful Governance and Implementing the President's "Department of Government Efficiency" Deregulatory Initiative* (February 19, 2025); Executive Order 14151 titled *Ending Radical And Wasteful Government DEI Programs And Preferencing* (January 20, 2025); and Executive Order 14278 titled *Preparing Americans for High-Paying Skilled Trade Jobs of the Future* (April 23, 2025). To the extent any of these Executive Orders are subject to an injunction, DOL will conduct any realignment activities consistent with such injunction(s).

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## **Workload and Performance Narrative**

OLMS's two major enforcement activities are the investigation of: 1) union officer elections and 2) embezzlement of union funds. Supporting these two enforcement activities are the reporting and public disclosure requirements of the LMRDA. To increase overall compliance with the LMRDA and other regulations, OLMS provides compliance assistance information both in-person and online. Through compliance assistance materials and seminars, American workers are empowered through learning the rights afforded to them under the LMRDA and making informed decisions within their labor organizations through transparent reporting by unions, officials, and employers.

As one of its priority programs, OLMS promotes union financial integrity by enforcing the LMRDA requirement that union assets be used for the sole benefit of members. OLMS protects these assets by conducting targeted union compliance audits at all levels of the labor union hierarchy. The results of these compliance audits are made publicly available to union members through the OLMS website, promoting transparency within the labor movement. OLMS uses data analytics to determine which unions are at higher risk of experiencing fraud or embezzlement based upon characteristics of the union gathered from both external and internal sources. The methodology allows OLMS to better direct resources such as investigator time to higher risk unions and reduces the time spent on audits that do not yield criminal cases.

The FY 2026 budget maintains OLMS' ability to safeguard union members' rights under the LMRDA. The resources would allow OLMS to conduct compliance audits and criminal investigations and other program work in a timely and effective manner to safeguard union assets and find cases of fraud and embezzlement where they exist.

There are approximately 21,000 international/national, intermediate and local unions subject to the LMRDA. In FY 2026, the FTE funded by the request would enable OLMS to continue to have an adequate physical presence across the United States. For example, the Los Angeles and New York offices undertake a substantial number of cases each year, many of them high profile. By adequately staffing offices such as these, OLMS would be able to use resources not only more effectively, but in a more high-profile manner, which can act as a deterrent. The end result will be greater transparency through more accurate and timely reporting of union finances, employer activities and expenditures, labor relations consultants' activities and arrangements, and an increase in the public's and the regulated communities' understanding of the requirements of the LMRDA.

OLMS will promote free and fair democratic union elections. The agency will achieve reductions in the number of elapsed days required to resolve election case complaints by improved efficiencies in the case processing system to better predict and reduce the need for filing deadline waivers and through improved communication and coordination between OLMS and the Office of the Solicitor.

OLMS aims to increase the resolution of civil violations identified during Compliance Audit Program (CAP) audits through voluntary compliance. The strategy to achieve this goal involves providing immediate, on-the-spot compliance assistance to labor unions during audits. By

## **OFFICE OF LABOR-MANAGEMENT STANDARDS**

enabling unions to rectify violations before the audit concludes, OLMS intends to reduce the number of subsequent “fall-out” cases, thereby improving efficiency and allowing for a greater focus on program operations, including financial integrity efforts.

OLMS is also prioritizing a decrease in the number of chronically delinquent filers, which are labor unions that file their annual financial disclosure reports more than 15 days late for three consecutive years. The strategy to achieve this reduction involves targeted outreach to unions that have been delinquent for the two preceding consecutive years. By proactively engaging with these at-risk unions, OLMS seeks to prevent them from becoming chronically delinquent, ultimately leading to faster online availability of these reports for the American worker, employers, and the public.

# OFFICE OF LABOR-MANAGEMENT STANDARDS

<b>BUDGET ACTIVITY BY OBJECT CLASS</b>					
(Dollars in Thousands)					
		<b>FY 2024 Enacted</b>	<b>FY 2025 Enacted</b>	<b>FY 2026 Request</b>	<b>Diff. FY 2026 Request / FY 2025 Enacted</b>
11.1	Full-time permanent	24,424	23,594	23,594	0
11.3	Other than full-time permanent	201	327	327	0
11.5	Other personnel compensation	656	686	686	0
11.9	<b>Total personnel compensation</b>	<b>25,281</b>	<b>24,607</b>	<b>24,607</b>	<b>0</b>
12.1	Civilian personnel benefits	10,614	10,395	10,395	0
13.0	Benefits for former personnel	0	60	60	0
21.0	Travel and transportation of persons	1,242	849	849	0
22.0	Transportation of things	0	0	0	0
23.0	Rent, Communications, and Utilities	0	0	0	0
23.1	Rental payments to GSA	2,792	2,386	2,386	0
23.2	Rental payments to others	36	32	32	0
23.3	Communications, utilities, and miscellaneous charges	59	68	68	0
24.0	Printing and reproduction	37	21	21	0
25.1	Advisory and assistance services	0	0	0	0
25.2	Other services from non-Federal sources	527	48	48	0
25.3	Other goods and services from Federal sources 1/	7,699	10,015	10,015	0
25.4	Operation and maintenance of facilities	2	0	0	0
25.5	Research and development contracts	0	0	0	0
25.7	Operation and maintenance of equipment	18	4	4	0
26.0	Supplies and materials	110	15	15	0
31.0	Equipment	98	15	15	0
41.0	Grants, subsidies, and contributions	0	0	0	0
42.0	Insurance claims and indemnities	0	0	0	0
	<b>Total</b>	<b>48,515</b>	<b>48,515</b>	<b>48,515</b>	<b>0</b>
	1/Other goods and services from Federal sources				
	Working Capital Fund	5,874	6,786	6,895	109
	DHS Services	1,502	217	217	0
	Services by DOL Agencies	1	0	0	0
	GSA Services	292	46	46	0
	Services by Other Government Departments	16	22	22	0

# OFFICE OF LABOR-MANAGEMENT STANDARDS

## CHANGES IN FY 2026

(Dollars in Thousands)

### Activity Changes

#### Built-In

To Provide For:

Costs of pay adjustments	\$0
Personnel benefits	0
Employee health benefits	0
Moving allowance	0
Federal Employees' Compensation Act (FECA)	0
Benefits for former personnel	0
Travel and transportation of persons	0
Transportation of things	0
Rental payments to GSA	0
Rental payments to others	0
Communications, utilities, and miscellaneous charges	0
Printing and reproduction	0
Advisory and assistance services	0
Other services from non-Federal sources	0
Working Capital Fund	109
Other Federal sources (Census Bureau)	0
Other Federal sources (DHS Charges)	0
Other goods and services from Federal sources	-109
Research & Development Contracts	0
Operation and maintenance of facilities	0
Operation and maintenance of equipment	0
Supplies and materials	0
Equipment	0
Grants, subsidies, and contributions	0
Insurance claims and indemnities	0

**Built-Ins Subtotal** **\$0**

**Net Program** **\$0**

**Direct FTE** **-14**

	Estimate	FTE
<b>Base</b>	<b>\$48,515</b>	<b>184</b>
<b>Program Increase</b>	<b>\$0</b>	<b>0</b>
<b>Program Decrease</b>	<b>\$0</b>	<b>0</b>